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Federal Communications Commission  
Office of the Secretary

FACSIMILE COVER SHEET

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FCC MAIL SECTION

Addressee: Ms. Keesha Wilson, F.C.C.Telecopier Number: 653-5402From: Tom RootDate: April 4, 1990

This transmission includes this cover page and six additional pages. If not all pages are received, please call this office.

Additional Message:

As you request, I transmit a copy of the equal employment opportunity program of the licensee of WSWR, Shelby, Ohio.

The licensee filed this form with the Commission on February 2, 1990. The attached is a copy of what was placed in the licensee's public inspection file on that date.

Client billing: 1

Client file: 1-21

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THOMAS L. ROOT, P.C.

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1901 PENNSYLVANIA AVENUE, N. W., SUITE 902  
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TELEPHONE (202) 887-0224

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February 2, 1990

Donna R. Searcy  
Secretary  
Federal Communications Commission  
1919 M Street, N.W.  
Washington, DC 20554

Dear Ms. Searcy:

Re: The Petroleum V. Nasby Corporation  
Commercial FM Broadcast Station WSWR  
Shelby, Ohio  
File No. BRH-890601VB

On behalf of The Petroleum V. Nasby Corporation, licensee of commercial FM broadcast station WSWR, Shelby, Ohio, and an applicant for renewal of license, I herewith tender in triplicate FCC Form 396.

In the event that there are any questions about this matter, please communicate with the undersigned.

Very truly yours,

  
Thomas L. Root

Attachment

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Federal Communications Commission  
Washington, D.C. 20554Approved by C-1  
Federal Communications Commission  
Office of the Secretary Expires 9/30/90**BROADCAST EQUAL EMPLOYMENT  
OPPORTUNITY PROGRAM REPORT**

(To be filed with broadcast license renewal application)

(For FCC Use Only)

Call Letters WSWR

Code No.

Name of Licensee The Petroleum V. Nasby Corporation  
City and State which station  
is licensed to serve Shelby, Ohio

## TYPE OF BROADCAST STATION (Check one)

Commercial Broadcast Station

Noncommercial Broadcast Station

☐

AM

☐

TV

☐

Educational Radio

☒

FM

☐

Low Power TV

☐

Educational TV

☐Combined AM & FM  
in same area☐

International

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED  
BELOW:

|      |               |  |  |                |                     |               |                |
|------|---------------|--|--|----------------|---------------------|---------------|----------------|
| Name | Timothy Moore |  |  | Street Address | 47 East Main Street |               |                |
| City | Shelby        |  |  | State          | Ohio                | Zip Code      | 44875          |
|      |               |  |  |                |                     | Telephone No. | (419) 347-9797 |

## FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal opportunity to all qualified persons and to refrain from discriminating employment and related benefits on the basis of race, color, national origin, and sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, a license renewal applicant who employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives, and Hispanics). If minority group representation in the available labor force is less than five percent (in the aggregate), equal employment opportunity (EEO) program information for minority group members need not be filed. However, EEO program information must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant employs fewer than five full-time employees, no equal employment opportunity activity information need be filed.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in license renewal being delayed or denied. These requirements are contained in Section 73.2080 of the FCC Rules (47 CFR 73.2080), and are authorized by the Communications Act of 1934, as amended.

☐ If your station employs fewer than five full-time employees, check the box at left, complete the certification below, return the form to the FCC, and place a copy in your station's public file. You do not have to complete the rest of the form.

If your station employs five or more full-time employees, you must complete all of this form and follow the instructions.

☐ If minority group representation in the available labor force is less than five percent (in the aggregate) and you choose not to file EEO program information for minority groups, check the box at left and complete the rest of this form with only the information directed towards women.

CERTIFICATION

This report must be certified, as follows:


- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

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WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.  
U.S. CODE, TITLE 18, SECTION 1001.

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

|                                   |  |
|-----------------------------------|--|
| Signed                            |  |
| Title                             | Secretary of the Corporation   |
| Date                              | February 2, 1990   |
| Name of Respondent                | Thomas L. Root   |
| Telephone No. (include area code) | 202-887-0224   |

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The collection of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the license renewal requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and applications examiners, will use the information to determine whether the license renewal application should be granted, denied, dismissed or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to reach the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

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The purpose of this document is to remind broadcast station licensees of their equal employment opportunity responsibilities and to provide the licensee with information about whether the station is meeting these requirements.

## GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

A broadcast station must also encourage applications from qualified minorities and women for hiring and promotion to all types of jobs at the station.

## I. RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME Timothy Moore TITLE General Manager, President

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

## II. POLICY DISSEMINATION

A broadcast station must make effective efforts to make management, staff, and prospective employees aware that it offers equal employment opportunity. The Commission considers the efforts listed below to be generally effective. Indicate each practice that your station follows. You also may list any other efforts that you have undertaken.

- ☒ Notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and that they have the right to notify an appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.
- ☒ Our station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.
- ☐ We seek the cooperation of the unions represented at the station to help implement our EEO program and all union contracts contain a non-discrimination clause.
- ☐ Other (specify) No unions are represented at the station

## III. RECRUITMENT

A broadcast station must make efforts to attract qualified minority and women applicants for all types of jobs at the station whenever vacancies occur.

Indicate each practice that your station follows and, where appropriate, list sources and numbers of referrals.

- ☒ When we place employment advertisements with media some of such advertisements are placed with media which have significant circulation or viewership, or are of particular interest to minorities and women in the recruitment area. Examples of media utilized during the past 12 months and the number of minority and/or women referrals are:

Advertisements on Radio Station WSWE

| Number of Referrals |          |
|---------------------|----------|
| Minority            | Women    |
| <u>0</u>            | <u>4</u> |

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- ☒ Recruit prospective employees from educational institutions, including area schools and colleges with minority and women enrollments. Educational institutions contacted for recruitment purposes during the past 12 months and the number of minority and/or women referrals are:

| Educational Institution         | Number of Referrals |       |
|---------------------------------|---------------------|-------|
|                                 | Minority            | Women |
| Bowling Green State University  |                     |       |
| Pioneer Joint Vocational School | 0                   | 2     |
| North Central Technical School  | 0                   | 0     |

- ☒ Ashland College  
Contact a variety of minority and women's organizations to encourage the referral of qualified minority or women applicants whenever job vacancies occur. Examples of such organizations contacted during the past 12 months are:

| Organization                | Number of Referrals |       |
|-----------------------------|---------------------|-------|
|                             | Minority            | Women |
| None during relevant period |                     |       |
|                             |                     |       |
|                             |                     |       |
|                             |                     |       |

- ☒ We encourage present employees to refer qualified minority and women candidates for job openings. The number of minority and/or women referrals are:

|          |       |
|----------|-------|
| Minority | Women |
| 0        | 0     |

- ☐ Other (specify) and the number of minority and/or women referrals are:

|          |       |
|----------|-------|
| Minority | Women |
|          |       |

#### IV. JOB HIRES

A broadcast station must consider applicants for job openings on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for suitable positions, it must make efforts to encourage them to apply for positions.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) June 1, 1988 and ending (Month-Day-Year) May 31, 1989 we hired:

Total hires 5 Minorities 0 Women 3

During this period, for positions in the upper four job categories, we hired:

Total hires, upper 5 Minorities 0 Women 2  
four categories

#### V. PROMOTIONS

A broadcast station must promote individuals on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for promotional opportunities, it must make efforts to encourage them to quit and apply for advancement.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) June 1, 1988 and ending (Month-Day-Year) May 31, 1989 we promoted:

Total promotions 3 Minorities 0 Women 1

During this period, in the upper four job categories, we promoted:

Total promotions, upper 2 Minorities 0 Women 1  
four categories

#### VI. AVAILABLE LABOR FORCE

A broadcast station must evaluate its employment profile and job turnover against the availability of minorities and women in the labor force for the area in which your station is located.

This section is optional:

As an alternative to MSA or county labor force data, you may use other data that more accurately reflect the percentages of women and minorities in the labor force available to your station. If such alternative data are used, that data must be submitted on the table below and an explanation attached as to why they are more appropriate.

| Percentage<br>in the<br>Labor Force | Women | Blacks<br>not of<br>Hispanic<br>Origin | Asian or<br>Pacific<br>Islanders | American<br>Indians<br>or Alaskan<br>Natives | Hispanics |
|-------------------------------------|-------|--|----------------------------------|--|-----------|
|                                     |       |  |                                  |  |           |

The above information is for:

☐

MSA,

☐

City

☐

County

☐

Other (specify)

## VII. COMPLAINTS

You must provide here a brief description of any complaint which has been filed before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the station including the persons involved, the date of filing, the court or agency, the file number (if any), and the disposition or current status of the matter. Examples of such jurisdiction may include the Equal Employment Opportunity Commission, state and local equal opportunity commissions, or other appropriate agencies.

None since station commenced operation in December 1981

## VIII. OTHER INFORMATION

You may also describe other information that you believe would allow the FCC to evaluate more completely your efforts in providing equal opportunity in employment at your station. Submission of such information is optional. Among the additional information you may choose to provide are:

Any training programs the station has undertaken that are designed to enable minorities and women to compete in the broadcast employment market including, but not necessarily limited to, on-the-job training and assistance to students, schools or colleges. The station, as a member of the North Central Ohio Broadcasters Association, hosted a minority female broadcast intern from September 1988 through June 1989. The station will continue to participate in the NCOBA intern program.

Any problems the station has experienced in assuring equal employment opportunity, or attracting qualified minority and women candidates for employment or promotion.

The minority population in the MSA is concentrated in Mansfield city, about 12 miles from the station. Minority population in the MSA outside the city is sparse. The station's sole minority applicant during\* Any efforts the station has undertaken or will undertake to promote equal opportunity in its employment and to encourage applications from minorities and women.

\*the relevant period was the most desirable candidate for the position (a sales position), but withdrew from consideration, preventing the station from hiring him.